

Department Color Day

- Have your department choose a color and encourage employees to wear that color for the day!
- VDOT, for instance, uses orange as their department color.
- You can choose a color from your own department's branding, or encourage employees to wear blue and yellow – the state's colors.

Fun Hat Day

- Spice up regular video conferences with encouraging folks to wear funny hats.
 - Discourage lewd, insensitive, or political hats. Focus on light-hearted hats, like Mickey ears or top hats.
- An employee could make a paper hat, or wear their favorite baseball cap.

Virginia State Pride Day

- Encourage employees to wear a shirt/t-shirt/hat that celebrates our great state!
- Virginia Beach t-shirt? Virginia Beach sweatshirt? Favorite Virginia sports team? It all works!

Get Outdoors Day

- Encourage folks to take a moment with the outdoors.
 - Take a picture by their window, or in their back yard.
- This does not mean violate local or state directives about being outside.

Years of Service Day

- Encourage folks to share their years of service with the state.
- Let folks get creative. Perhaps they can use items in their home to show how many years they have served the state. Or just write the number of years down and take a picture with the paper.
 - Perhaps encourage creativity by highlighting those who are most creative on your intranet or your social media!

Department Trivia Contest

- Collect a set of questions from each of your department's divisions, and email the list to all staff. This is a fun way to learn more about the department they serve, and a brief distraction from the regular stressors of the day.
- If folks want to submit their answers to an identified individual for acknowledgment, that works. Perhaps highlight their success and the answers in a follow up all staff email.

Coffee Chat

- Host a WebEx, or Zoom where the agenda is simply to share something positive in your life
 - A TV show to recommend. A book to recommend. Or just a happy experience.
- Remind employees that the Employee Assistance Program is a benefit available to them if they are feeling down.

All Staff Video Conference Call or Video of Encouragement

- Have your Department Executive host a video conference call to update staff on what is happening.
- Instead of a video conference, perhaps a video message from a Department Executive would communicate a message of encouragement as appropriate.
- Remember to thank employees for their continued dedication to state service.